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The Deputy Director
Central Intelligence Agency
Washington, D.C. 20505

80-108/2
21 Feb 1980

Honorable Alan K. Campbell
Director
Office of Personnel Management
Washington, D.C. 20415

Dear Scotty:

At various times in the past the Agency has sought authorization for its current and former employees to be eligible for non-competitive appointment into the competitive service. We have pursued such action to gain an equal footing with other government agencies who have been granted such authority and to eliminate a serious obstacle to our employees establishing their eligibility for employment elsewhere in the Federal Government.

The last effort to secure this appointment entitlement was made by the Agency in 1971-72 and was aimed at obtaining an executive order similar to the one which gave the Foreign Service competitive appointment rights in 1965. Eventually, following a series of discussions between the Agency and the Civil Service Commission, the latter agreed to prepare and forward an executive order to the Office of Management and Budget for action. Unfortunately, that order was never issued.

We have recently concluded a comprehensive review of all aspects of our personnel system, which included a study by consultants of the National Academy of Public Administration. During the course of our review, it was concluded that we should again seek authority for Agency employees to be eligible for non-competitive appointment into the competitive service. I plan to ask the Agency's Director of Personnel Policy, Planning, and Management, Mr. Harry E. Fitzwater,

to contact OPM to explore the best means to achieve this objective. His contact will be facilitated if you can designate the appropriate official to be called within your office.

In renewing this important effort, I would appreciate receiving your advice and support.

Sincerely,

/s/ Frank C. Carlucci

Frank C. Carlucci

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Originator:

Harry E. Fitzgerald

Director of Personnel Policy,
Planning, and Management

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